

# MANUFACTURING EXTENSION PARTNERSHIP

## Success Stories from the Field

### Kalas Manufacturing, Inc

#### MANTEC

#### Affirmative Action Plan Affirms Growth for Kalas Manufacturing, Inc.

##### Client Profile:

Kalas Manufacturing, Inc., founded in 1958, is a closely held company that manufactures a wide range of quality copper wire and cable solutions. Kalas Manufacturing employs 375 people at its facility in Denver, Pennsylvania.

##### Situation:

Kalas Manufacturing was interested in pursuing several government contracts. Kalas learned that they needed a formal Affirmative Action Plan (AAP) to meet all The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) regulatory requirements. Appropriate procedures and training were also needed to enable management to maintain this new plan on an ongoing basis. Kalas Manufacturing contacted MANTEC, a NIST MEP network affiliate, for help.

##### Solution:

MANTEC contacted Beard Miller Consulting Co. to help develop a plan for Kalas Manufacturing that would meet regulatory requirements. Kalas Manufacturing's plan was to be developed through a number of steps including, 1) Preparing a job group analysis and classify the company's jobs within the nine federally defined job groups; 2) Utilizing company facility, job group and census data, prepare a current workforce analysis and availability analysis; 3) Defining the company's labor market area and, using current Metropolitan Statistical Area (MSA) data, perform a utilization analysis; 4) Conduct an adverse impact analysis and compensation analysis; 5) Establish specific goals and activities to correct any underutilization that cannot otherwise be justified; 6) Preparing a narrative report that summarizes data presented, identifies plan responsibility, specifies plan goals and activities, and outlines how the plan will be monitored and communicated; and 7) Recommending that monitoring, record keeping, and reporting systems and procedures to assure continuing compliance with regulations. As a result of MANTEC's assistance, Kalas Manufacturing has successfully created an Affirmative Action Plan which accommodates all regulatory requirements and is therefore compliant.

##### Results:

- \* Created Affirmative Action Plan.
- \* Retained sales of \$500,000.
- \* Won an additional \$505,000 in government contracts.
- \* Created 15 jobs.

##### Testimonial:

"MANTEC's support was important in connecting us with the resources necessary to complete an Affirmative Action Plan and allow us to support our customers in fulfilling government contracts. We have been able to pursue contracts to help our customers build thousands of military vehicles used to

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protect our troops in the Middle East. "  
Scott Smith, VP of Human Resources